

HEALTH PROGRAM CHOICES + BENEFITS 2013

At Sandia you will receive many benefits as a valued employee of a premier national multi-program engineering and science research laboratory. In our Total Rewards package, you will enjoy *competitive pay, great benefits, a stimulating, positive environment and learning opportunities* that will help build your career.

MEDICAL

Employees have the choice of the Sandia Total Health Plan administered by UnitedHealthcare (UHC), Blue Cross Blue Shield of New Mexico (BCBSNM) or Kaiser Permanente (Northern California only). The Sandia Total Health Plan administered by UHC and BCBSNM are available to employees and their eligible dependents nationwide.

The Sandia Total Health BCBSNM plan includes the Sandia Health Partner Network. There are many benefits to enrolling in this plan, including reduced premiums (see the chart on this page).

If employees elect medical coverage within the first 30 calendar days of hire, they will be covered from their first day of employment. Medical coverage changes may be made annually during the Open Enrollment period in the fall with the change becoming effective January 1 of the following calendar year. Employees contribute a portion of the monthly premium for all medical programs through payroll deductions.

DENTAL

Monthly Premiums Effective January 1, 2013

Sandia offers the Dental Care Program that is administered by Delta Dental. The Dental Care Program is available to employees and eligible dependents. Coverage is provided at 100% for preventive care from network dentists, 80% for basic and restorative services, and 50% for major and orthodontic services (\$1,800 lifetime maximum per person). Participants pay a \$50 individual annual deductible (with a \$150 family maximum) for expenses other than preventive. The annual calendar maximum for all expenses is \$1,500 per participant (except orthodontic).

If employees elect dental coverage within the first 30 calendar days of hire, they will be covered from their first day of employment. Dental coverage changes may be made annually during the Open Enrollment

Dental Care Program Premiums	
Employee	\$9
Employee plus one	\$17
Employee plus two or more	\$26

period in the fall with the change becoming effective January 1 of the following calendar year. Employees contribute a portion of the monthly premium for dental coverage through payroll deductions.

VISION

Employees are covered by the Vision Care Program from their first day of employment. Eligible dependents are also covered from the first day, provided the employee elects vision coverage for them within the first 30 calendar days of hire. Sandia pays the entire cost of this program for full-time employees and their eligible dependents.

Employees and enrolled eligible dependents are covered for eye exams and lenses once every 12 months and frames once every 24 months. The Vision Care Program is administered by Davis Vision.

MEDICAL PROGRAM PREMIUMS

Monthly Premiums Effective January 1, 2013

Sandia Total Health - UHC and Kaiser					Sandia Total Health - BCBSNM w/ HPN			
Medical program and family coverage tier	Tier 1 <\$50,000	Tier 2 \$50,001-\$80,000	Tier 3 \$80,001-\$130,000	Tier 4 >\$130,001	Tier 1 <\$50,000	Tier 2 \$50,001-\$80,000	Tier 3 \$80,001-\$130,000	Tier 4 >\$130,001
Employee only	\$51	\$74	\$97	\$119	\$48	\$69	\$90	\$111
Employee + child(ren)	\$92	\$134	\$174	\$213	\$86	\$125	\$162	\$199
Employee + spouse	\$104	\$151	\$197	\$243	\$97	\$141	\$184	\$227
Employee, spouse, and child(ren)	\$148	\$216	\$280	\$345	\$138	\$201	\$261	\$321

Year Round Student Interns enrolling in Sandia Total Health pay the Tier 1 rates.
Your premium rate Tier is based on your salary as of January 1, 2013.

FLEXIBLE SPENDING ACCOUNTS (FSA)

Employees are eligible for enrollment in a Health Care FSA which allows payment for certain health care expenses and a Day Care FSA which allows payment for certain dependent care expenses, both on a pre-tax basis.

PAID TIME OFF¹

Vacation – Sandia offers generous paid vacation. Regular full-time employees earn vacation initially at a rate of 10 hours per month; at 10 years of service, 144 hours of eligibility on October 1 of each year with 12 hours accrued per month; at 15 years of service, 168 hours of eligibility on October 1 accrued at 14 hours per month; and at 20 years or more of service, 192 hours of eligibility on October 1 accrued at 16 hours per month. Vacation hours are accrued on a semi-monthly basis. A maximum of 240 hours can be accumulated in an employee's leave balance at any time during the fiscal year.

Holidays – Employees receive 11 paid holidays: Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Winter Shutdown (6 days), and Sandia's observance of an Energy Conservation Day (the ECD date varies from year to year).

Sickness Absence – Full-time employees are eligible for 1,040 hours of sickness absence at full pay for illnesses and non-work related injuries.

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OTHER PAID TIME OFF¹

Sandia offers the following additional options for paid time off (at the discretion of the employee's manager):

Personal Absence – Non-represented employees may charge up to 56 hours per fiscal year to take care of personal matters, such as a new adoption/birth of a child or death in the immediate family.

Flextime – Exempt employees who have accrued flextime may take compensatory time off with pay.

Military Training – Employees may charge 88 hours per fiscal year for military training.

Miscellaneous – Employees may charge for legally required activities, such as jury duty. Other civic-related activities, such as election duty or voting, may also qualify for paid time off.

UNPAID TIME OFF¹

Personal Leave – To take care of urgent personal matters or to pursue an advanced degree.

Child Care Leave – For child care after the birth, adoption or placement in foster care of a child.

Military Leave – For service in uniformed military.

Special Leave – To perform an assignment with the government, another DOE contractor or a college or university.

DISABILITY PLANS

Long-Term Disability – Employees are automatically enrolled in Sandia's Long-Term Disability Plan starting their first day of employment. This plan pays up to 50% of an employee's base salary in the event of total and permanent disability due to an occupational or non-occupational illness or injury after exhausting sickness absence benefits or injury time. Sandia pays the entire cost of this plan. The plan provides for the possibility of continuation of half pay, with benefits reduced by other sources of income (such as Social Security benefits).



Long-Term Disability Plus – Employees are eligible to enroll in the Long-Term Disability Plus Plan starting their first day of employment. This is an optional employee-paid plan that offers the convenience of payroll deductions. The additional benefit amounts (10% and 20%) are in addition to the 50% benefit provided by the company-paid Long-Term Disability Plan. No proof of insurability is required if the employee enrolls within the first 30 calendar days of hire.

To be eligible to receive benefits from this plan, the employee must have been approved for Long-Term Disability benefits by the administrator of the plan and have paid 12 months of premiums into the Long-Term Disability Plus Plan.

SANDIA PAID LIFE INSURANCE

Primary Group Term Life – Sandia provides coverage equal to the employee's annual base pay plus eligible non-base earnings up to \$50,000 paid during the prior 12 months. Benefits are payable to employee-selected beneficiaries.

Special Risk Accident – Employees are eligible for \$50,000 payable for accidental death or disability due to job-related special risks. Special risks include air travel, other modes of travel outside the U.S. and certain designated job assignments, such as work with high explosives or radioactive material.

Job Incurred Accidental Death – Sandia provides coverage equal to twice the employee's annual pay, less Worker's Compensation settlements, for death resulting from a job-related accident (subject to a maximum of \$500,000).

OPTIONAL EMPLOYEE-PAID INSURANCE

A number of optional employee-paid insurance coverages are also available to employees. These plans are offered at attractive group rates. No evidence of good health is required if the employee enrolls within a specified period.

Voluntary Term Life – Life insurance equal to one to six times annual base pay plus eligible non-base earnings paid during the prior 12 months, rounded to the next higher \$1,000.

Dependent Group Life – Dependent Group Life coverage is available for your spouse or domestic partner up to \$50,000 and for your dependent children up to \$10,000.

Voluntary Group Accident – Accidental death and disability insurance is available ranging from \$10,000 to \$500,000, in \$10,000 increments not to exceed an amount equal to 10 times base pay. Family coverage is also available.

RETIREMENT — 2 WAYS TO SAVE

401(k) Savings Plan – Employees may elect to contribute 2% to 25% of their eligible pay, subject to IRS limitations, on a pre-tax, after-tax or Roth 401(k) basis. Sandia will match 2/3 of the first 6% of the employee's contributions. Employee contributions and Sandia's matching contribution are vested immediately.

Service	Contribution
< 15 years	6% of eligible pay
15 or more years	7% of eligible pay

In addition, Sandia will automatically make an additional service-based contribution to employees' accounts, subject to a three-year vesting service requirement:

Employees may invest their account balances among 22 investment options.

Additional Retirement Benefits – Employees who meet age and service requirements when they retire may elect to continue medical, dental and some life insurance coverage into retirement by paying the required premiums.

¹ These benefits vary by job classification.

